

*Male:* Good afternoon, everyone, and thank you for joining us on this week's coronavirus response call for Teamster affiliates. Getting started this afternoon, general president Jim Hoffa. Mr. Hoffa?

*Jim Hoffa:* Well, thank you very much, and it's good to be on the call with everybody again. A lot has happened since our last call. Today, we've got a number of guests that are going to be giving you some information about what's going on in their division. We're going to have Chuck Stiles from the waste division. We're going to have David Boren from the airline division. And we're gonna have Carin Zelenko from the capital strategies department. And they're going to bring us up on what they're doing and what it means to our locals.

We've had a tremendous impact from the coronavirus. Everybody knows about that and know what's going on in your local and how you're handling it. And a number of us are doing it all different ways. But most of all, we're getting by, and that's what's so important. And I always call attention to the fact that we have over a million teamsters that are going to work every day, whether it's UPS, Cisco, Costco, public employees, healthcare workers.

A million people going to work, and they're out there exposing themselves to the virus, but they're doing it, and that's what makes America great. They're strategic workers in America's food supply chain and our health chain. And that's why we are so important to this economy, and we're very proud of what we've done here. Last week, we had a rally, a food supply rally chain that was on our website. And this was done to call attention to what's going on at Smithfield Foods, and Tyson Foods, and in the poultry and the hog industry.

As everybody knows, there's been one case and one location with Smithfield. They had 700 people we're testing to be positive for the coronavirus in one location. I mean that's incredible. It shows the company is not doing the job. And that's what this rally was about, to call attention to that, to our brothers and sisters that are working at poultry places, and hog slaughtering places that are exposed to such viruses. And they are critical to our supply chain, so we've got to find some way to fix that problem.

We're also working on the Heroes Bill. We talked about the Heroes Bill, which is a bill – and this is the fourth stimulus bill that's been introduced. It's passed the house. And this is the one is so important to us because it has a critical emergency pension relief language in it that's going to fix our pension funds that are in

trouble all over the country. And that is critical to what we have to do. It also has some very important language with regard to OSHA standards. You know, we talk about Smithfield, to this late date, OSHA has not come up with new, you know, contemporary OSHA standards to deal with this virus.

And this law if we get it passed, we'll make sure that we have enforceable standards, and also putting the pressure on the employer to make sure they supply a safe workplace. That is very, very important to what we're doing and we're gonna keep on doing that. We've also received quite a bit of press coverage with regard to that. And anybody who wants to the press coverage that the Teamsters are getting, go to our website, and there's a number of articles on there.

Also with regard to Facebook and Teamster website, we had our citizens caravan that we Zelensky did with a number of AFL locals, the culinary workers that we're very close to, and a number of unions are calling attention to racial and economic justice that we need in this country. And this is a caravan that took place with hundreds of hundreds of cars to call attention to the fact that we really do not have economic justice in this country or racial equality, and that's what we have to do. And if you want to see the details on that, go to our IBT Facebook or our website.

Also, you know, the issues of George Floyd, we've all seen the demonstrations. It's incredible at this late date that we have so many issues with regard to, you know, unarmed Black individuals going into police custody and they're murdered, just about murdered. We see it on television. You know, you thought this was behind us. We think we're making progress. And that we have, in succession, a number of these horrible incidents that it have caused all the disturbances, and rightly so.

People should be demonstrating against this type of incredible lack of training or whatever you wanna call it. But this is going on today in our police departments, and whether it's from, you know, Seattle to Minnesota, to Atlanta, it seems to be happening over and over again. And you really wonder what are the police doing to train their officers to know right from wrong and when not to kill people?

It's just incredible that these are – they're so careless, and they're causing these horrible, horrible deaths to happen, and they're completely needless. So that is something we have to call attention to, and I want you to know we're getting a lot of calls. Our people

are participating. Our Teamster local unions are participating in demonstrations throughout the country. Also we have to make sure that there is change and we're gonna keep on doing that.

Also I couldn't be prouder about what all of our affiliates are doing every day to, you know, basically responding to the coronavirus. Our local unions and our divisions are working to make sure that our big employers and are small employers are providing a safe workplace. We're also very concerned about the fact that we have 30 million people unemployed in this country, and we have to make sure they get back to work, and to keep our country and our economy going and to provide good jobs for our members.

And also we also have this tremendous issue, the continuing issue of racism that we have in this country. And the fact is that we have these horrible deaths that occur like George Floyd. And we have to do something about it. And the only way I know is to keep demonstrating until somebody starts listening and we start making changes. With regard to reopening. Everybody is saying is this going to go on forever? All of us have been through a difficult time with regard to wearing our face mask, wearing gloves, doing the right thing to make sure we don't get the virus.

And the question is what is when is the reopening gonna happen? And there is no magic date. When we think we've turned the corner, that we've been doing this for months and months, and now thing are gonna get better, we have things spiking. Michigan and New York are making progress, you know, but California, Arizona, Florida are spiking. So it's so uneven, and nobody can really tell you when this is going to be over. And then we have Dr. Fauci saying that we're early in this game and this could be happening again this fall.

So we're not out of the woods yet and we've got so much work to do. But it's important we keep doing these calls, talking to each other about what we're doing, how we're meeting these demands, and what different divisions are doing. So we've got a lot of work on the agenda, and now I'm going to turn it over to our secretary treasurer Ken Hall.

*Ken Hall:*

Thank you, Jim, and good afternoon everyone. Well, as always, I hope you're all staying safe and taking proper precautions even if your state or local government is not enforcing any of the guidelines. These are clearly uncertain times, and we're all concerned about how our members and locals are weathering the storm. And although some segments of our membership have been

hit very hard, the vast majority of our members are working. Now some of them are in a reduced capacity, and some frankly may have more work than they can handle.

There's some good news to report from the international. Our finances are in good condition and we're doing an excellent job of reducing our expenses and ensuring that we have the funds necessary to operate and support our affiliates. As of now, our strike fund has 258 million dollars, and that's 26 million than we had at the same time last year. Our combined general fund and strike fund assets currently stand at 353 million dollars, and that's up more than 42 million dollars over last year.

So a lot of uncertainty remains. And with the coronavirus surging again in many states, the stock market very well could crash again and the economy could take another hit if restrictions must be instituted for a second time. But at least for now, the IBT is in very good financial shape and we'll do whatever is in our power to make sure that that continues to be the case. So thank you for getting all these calls, and for doing everything that you're going to insure that we all get through this crisis. I hope to be able to see you soon in person. And now I want to turn the call over to Francois Laporte. Is François on? *[Crosstalk]* LaMont Byrd?

*Francois Laporte:*

Yeah, thank you General Secretary Treasurer Hall, and good afternoon everyone. Researchers have been hard at work, and a couple of important studies have been published since our last call, but first I'd like to report that there over two and a quarter million confirmed cases of COVID-19 here in the US. There are over 120,000 COVID-19 related deaths. And our scientists are very concerned about the new trend of younger people testing positive for the virus.

This may be in part a function of increased testing, but the fact that they are testing positive suggests this problem may be growing especially since many young people who either have no or very minimal symptoms, yet they remain capable of spreading the virus. There continues to be hotspots in various areas of the country, and researchers tell us that we're still in the first wave of the disease with much more to come. And this is particularly important as all states in the US or in various stages of reopening.

While the reopening moves forward at the dismay of many health professionals, OSHA continues to sit on the sidelines offering little more than guidance. There's no rulemaking in progress, as the labor secretary said that OSHA has all the tools that it needs to

protect workers from the virus. There is also no real enforcement strategy in place to penalize bad player employers that refuse to implement protective measures to keep their employees safe. My office is regularly receiving calls from local unions and rank and file members regarding the efficacy of using facemasks.

Many complain that their employers have policies that require them to wear face coverings, but they're uncomfortable especially now that we're in the summer months. Although some industries, such as the airline industry are literally begging OSHA and other regulatory agencies that issue regulations and standards to require the use a facemasks while on planes for example. The agencies have not moved.

Regulations and standards are needed because there's been a widespread push back on the mandatory use of face covering that is driving some jurisdictions and employers to lift policy's mandatory use of face coverings. But there are a few exceptions. As I've been researching this issue, I recently read a new peer-reviewed study that was published in the proceedings of the National Academy of Sciences that's relevant to this issue.

The researchers studied data from Wuhan, China, Italy, and New York City, which are three COVID-19 epicenters. They determined that the airborne transmission is the dominant manner in which the virus is spread from person-to-person. The researchers also find that the most effective mitigation option to slowing the spread of the virus is using a face covering. The researchers also concluded that the use of other mitigation strategies such as social distancing alone, or cleaning and disinfection alone are ineffective. The use the face coverings when used in combination with social distancing, quarantining of symptomatic and exposed individuals, contact tracing, good ventilation, and cleaning and disinfection, is a very powerful strategy to fighting the spread of the virus. We've also investigated the impact on wearing a face covering while performing heavy work in hot environments, and the impact that has heat stress. And researchers report that while wearing a face covering under these conditions may be uncomfortable, it may have an adverse effect on compliance with wearing a face covering.

It otherwise has a negligible effect on increasing core body temperature. So it's not really that big of a deal when it comes to increasing heat stress that we experience while wearing the face masks. They remains a great deal of work to be done to give us a better understanding of this virus, but I agree with the researchers

on the issue. Wear a face covering and limit the time in which you are in close contact with other individuals.

And the national numbers on increased new cases in hospitalizations indicate, we're still in a pretty bad place when it comes to how this virus is affecting the country. The safety and health department continues to diligently work to provide information to support our membership. We're moving forward in the development of our online platform to provide COVID-19 and other safety and health-related training through our 12 regional training centers. As I reported in our last call, the platform has now been piloted tested. It looks pretty good.

And we're going to do another test in the next few days and then make the training available to a broader audience. We're continuing to develop protocols for the safe return to work process as many businesses reopen. And I recommend that you visit the Teamster website for more information. I'd like to thank you. And now I'd like to introduce Chuck Stiles, our director of our solid waste division. Chuck?

*Chuck Stiles:*

Thank you, LaMont. Good afternoon, brothers and sisters. Real quick here. Two things that the general president touched on, I'm gonna touch on. That is where we're at with this COVID, this pandemic, and then we're at in regards to racial justice. Many of you know on this call that Waste Management purchased Advanced Disposal. That is two of our union hollers here that the division represents. Through the COVID, this deal has been renegotiated and should take effect now that they actually lowered the cost per share on the stock and the cash to purchase Advanced. And we will, any waste **slope zone** here, we'll stay on top of this.

It looks like from what we have been able to read, that Advanced, some of these spinoffs will go to a company called GFL Green for Life, which is based out of Canada. As we're watching these mergers happen, we're going to have to start working a little closer with our brothers and sisters in Canada as we see this consolidation going on in this industry. And with that, as LaMont said, we are getting back, where we've had work that's been slow, we're starting to see the hours pick up for everybody across the country. We'll see how this goes, this spike in the inspection and see where we're headed here with this.

But I really want to talk about social justice. And I think this is like Jim talked about, these killings, and they sparked these mass demonstrations. You know, it's just crazy. But I want people to

really think about what happened in April of 1968 when Dr. King was in Memphis, and what he was there fighting for. We watched this thing 52 years later, 53 years later, and I'm seeing these major corporations do the same thing that Mayor Loeb did at that time in Memphis, Tennessee, which is try to keep people in their place. Let's just be honest. Okay?

We saw what happened there, how that \_\_\_\_\_ was able to get recognition. It was under horrible circumstances of course, but things have not changed that much. And as we look back, honestly, I can't recognize this country anymore. Come up when everybody was getting along. They'd all been in this union for 35 years, had extremely progressive leader at local 748, Weldon Mathis that he ended segregation in the freightliners in 1959. So I've always been this these ideas that we can build a better union, we can build a better nation. And I think Weldon really helped me with that.

What I want to speak about today as we watch what's going on in this country, I want to \_\_\_\_\_ some of the employers that many of you represent. It's actually \_\_\_\_\_ Teamster Republic Services. And Republic failure to protect its workforce didn't just occur due to COVID-19 pandemic. Just one of the examples of everything that's wrong with this company. It's been a small **thing of degree** of its executives and stockholders. The business \_\_\_\_\_ wants the same systemic racism \_\_\_\_\_ across this country protested now.

I find Republic has not always been just about organizing workers in building good contracts and strong contracts. It's been a moral fight to build a \_\_\_\_\_ in this industry and with this company. We had, as Jim just spoke earlier, about the caravan. We had a manager in Atlanta, and I know any of you who had been with Republic are not gonna find this too strange, but the way the events unfolded, it was very strange. He started terminating people he did not like.

It's a new manager. He is White. **Elaina**, he didn't like. He really didn't give a damn about the contract. Okay? It didn't matter to him one bit. It was just on his wheels of what he wanted to do. So we took our caravan that Jim talked about with a couple hundred \_\_\_\_\_ supporters from the capital into this facility. Right? And we took over the gate. We got our message through loud and clear. The company has since called me wanting to know what is going on there. But we see this across the country with this company Republic.

We're sending in Seattle. I don't know if local 117 is on the call. We know they've got a major problem there regarding race. We've seen it with this company not in the South, but around. But I just want to let everybody know here that that what we've done is take \_\_\_\_\_ steps. And Atlanta, itself, I've called on the Concerned Black Clergy, the Georgia Association of Black Elected Officials. We're gonna reach out to our city council.

At start-up, telling Republic if they don't get their asses in line, we're gonna take some major contract that the city has. This city was – Atlanta \_\_\_\_\_ too busy to hate. I grew up in the city. I know that is true. I don't know what's happened with this city. But we're unions, and I hope people realize that. Part of our job is social justice. And I think it gets lost too many times. You know, "My grievance didn't get heard," or, "I didn't get this. I didn't get that."

We've got to realize what our mission is, and that is to better everybody's lives. I want to tell you tell all this Republic, just so you know we're not, this is not all just bullshit and just to have a speech today. We have e-mail, or excuse me, we have mail and Facebook, dozens, a couple of hundred cities where they do business, Republic that is, to the mayor's or whoever handles the city managers over the waste, letting them know what kind of company they're dealing with.

So we've been very proactive in this division on this. I know that Jim **Saul** in communications, and Daniel Moskowitz have been a real \_\_\_\_\_ over the unsafe practice around COVID, and everything else. That will be going out. It will be going out to the city council people and whoever makes the decision on this. But this company's gotta realize, Jim, we're not giving up until they meet with us and they do things for this international unions that need to be done.

They treat their employees right, Black, and White, Hispanic, women, gay, straight. We don't care. All we're looking for is justice. This company has it. The money. They have the people in place to \_\_\_\_\_ as I said many times on the **board** of this company. I'm just call these locals, when your division calls out for your communications, or SRC, and just help us see what you can. And we are stronger together.

And Jim, just thank you so much for what you've been doing, and everybody in communications. Christi in the legal department. LaMont. Every call I make it answered and returned. Let's hang in



there, brothers and sisters. We're gonna bring justice to these workers. We'll get this country turned around. I'm off my soapbox, and I'll throw it over now to David Bourne with the airline division. Thank you, guys.

*David Bourne:*

Chuck, thank you very much. Everyone, the airline division is doing very well. I want to update you from my last discussion with you. Now having said that, COVID-19 wave could cause some international disruptions as we start to get the international routes back. Also quarantining between states could end up reducing some of the load factors, but they believe that will be temporary. When we spoke last, we're pretty much all employed. We're operating on all eight cylinders, except I've brought up Air Canada was one of the big problems.

I'd like to say tonight here that Air Canada is doing much better. We have 700 members there. Five hundred and sixty of them are back on the job, and they're slowly bringing the rest back or as many as possible. Even though the borders are closed, they're prepping for when that opens, so they're getting everybody in line so that's very, very good news for us. United Airlines, the load factors have been coming back much quicker than they originally thought. We had 600 people take the retirement packages so far.

Looking at the load factors, it's increasing much differently than when this started when I thought that this would be three years to come back. So now it looks like any possible furloughs will be greatly reduced. Southwest Airlines, they are trying not to furlough at all. That's been their company history. So they're looking at trying to keep any furloughs away from the airline, and then just carry the negative and the labor for a period of time because they are seeing rates coming back as far as load factors go.

Now as far as our material specialists, our members go at Southwest, we're being told that our members are needed and we're not looking at any furloughs. Legionnaire, which is Local 2118, they've announced no furloughs, and they've announced their expanding. They're opening up new routes that some of the other carriers have dropped. So that's a great news there. They're expanding increasing.

Northern Air Cargo, they're looking at expanding also and hiring. Amerijet down in Florida, they are hiring, and expanding their routes. And they have ETOPS, which is the extended overwater operation for the 767. So now not only are they breaking away from South America and Central America, they're now doing

Europe. Atlas Air, they're hiring 300 more right now. That'll give a total by the end of the year 2,600 pilots. And that's local 2750.

They were in a full-on hiring and training mode, and a tremendous amount of business. Matter of fact, they're having so much because they can't handle it all and they're losing it to some of these other carriers. So they're hiring as rapidly as possible. American Airlines, they are seeing the same thing. They're seeing an uptick in their load factors. What's interesting was we just got a number this morning. American Airlines has 40 percent higher volume of vacation bookings than they had this time last year before the virus.

I think people are getting cabin fever, and that figure down the road they're going to be able to get out. So their bookings have now exceeded 40 percent of what their normal yearly bookings are. Also the load factors this past month in Phoenix, even though it's a reduced schedule, load factors were at 95. I'll say that again, 95 percent. And system-wide, they're telling us it's 70 percent. Now that's gonna reduce the number of flights, but those reduced flights were at five percent. So they're seeing tremendous return.

And what that means really is we know that the CARES package for aviation ends September 30<sup>th</sup>, and we were looking at massive furloughs. United was talking 50 percent. American, the same. That's changed. As they went on into this, they said, look, we're going to furlough to the needs of what our load factors are at that time. The problem now has been the load factors are coming back so quickly that if they were to furlough to the load factor, they would have to turn right around and bring these people back. That's a very high cost. They would rather just hold people in service and not furlough.

So what we're looking at now is with the load factors returning, even if we don't get a CARES package, you know, re-up on September 30<sup>th</sup>, the devastation they were talking about, I don't think we're going to see, and they don't either. We might have some furloughs, but it'll be a smaller amount, much smaller compared to what they thought the industry just might topple.

Also United has got 17 billion now. They were able to take their frequent flyer program and put that in hock for a five-billion-dollar loan. So they're set up with about 17 billion now see their way through it even if we have a second pandemic. So airline division is doing great. Air Canada is coming back. We're very happy to see that. And we're seeing load factors increasing in all directions

with all different carriers. So all positive. And I will turn it over to Carin Zelenko, capital strategies.

*Carin Zelenko:*

Hi. Good afternoon. Thank you, President Hoffa, and General Secretary Treasurer Hall. I appreciate the opportunity today to report on the work of the capital strategies department. We have focused our efforts over the last few months on mobilizing the investor community to demand from companies strong worker protections including adequate PPE, paid time off, and health coverage, as well as protection from retaliation for speaking out about safety concerns, or for exercising any federally-protected writing.

We've pressed for greater transparency around what measures companies are taking to contain the spread of the deadly virus, and testing those policies against the experience of frontline workers. But never before has workplace safety been so consequential, not just for the health and safety of workers, but the public health and for the economy. Failure to protect workers on the job in this environment has material bottom-line consequences for companies and their shareholders.

And the impact of mass layoffs exacerbates the financial strain on already overburdened states and it's hurting both public and labor pension funds. So to that end, we've organized several investor forum featuring frontline workers to share their experiences. Secretary Treasurer Tim Hall hosted a global forum for XPO investors that featured an LTL import driver from the US, as well as warehouse workers and union representatives from Spain, France, and UK.

The call which took place two days before the company's annual shareholder meeting provided us an opportunity to offer a counternarrative to the company's assurances about their COVID response, and an opportunity to highlight a Teamster-led vote no against the CEO's 25-million-dollar pay package. We also helped organize a forum for Amazon investors featuring New York State Comptroller Tom DiNapoli, Illinois State Treasurer Michael Frerichs, and Amazon workers and contractors who detailed the horrific conditions across the company's massive distribution network.

Working with the Pharmaceutical Industry Investor Coalition that we launched in response to the opioid crisis, which includes investors representing over four trillion in assets. We pivoted the groups to engage the pharmaceutical distributors, manufacturers, and retailers about their COVID response, and we were able to

secure the first high-level meeting for that group with CBS, which included both key investors and a number of the CTS board of directors, and the company's chief human resources officer.

International vice president warehouse division director Steve **Berra** challenged the company not meeting about conditions in the warehouse operations noting 16 confirmed cases in just one California distribution center that had only been shut once for deep cleaning and has failed to adequately notify and quarantine workers that been exposed. Steve offered to work with a company to implement best practices and put the company on notice that a failure to improve conditions could trigger work actions.

Together with the IBT waste division, Director Chuck Stiles, as you heard Chuck talking about the public services, we've been working to highlight the dangerous conditions at Republic Services, which continues to lag far behind competitors both in terms of providing PPE and working with the union to address problems. Through our outreach, Pennsylvania and Illinois State treasurers have both engaged the company's reinforcing Teamster demands.

And Greg Dallas, a 22-year Republic Services driver and Teamster member from Georgia who was suspended for speaking out about safety concerns during the pandemic spoke on a call the help arrange through the Harper Trustee Leadership forum with union trustees serving on large public pension funds that are invested in Republic Services to alert them of the safety concerns that have already resulted in negative headlines, work stoppages, and growing customer concerns.

Working with the IDP healthcare division and Director **Una Bugby**, we've been working to demand accountability for the conditions of our nation's first responders, whether they be ambulance dispatchers in Saint Louis fighting for first contract at American Medical Response, the for-profit ambulance company owned by private equity giant KKR, or hospital workers fighting for needed PPE and job security while their hospital executives cash out.

At Tenet healthcare, one of the largest for-profit hospital chains, we lead a high profile vote no against the CCO's 24-million-dollar pay package challenging the company to defend its executive pay level amid worker furloughs and PPE shortages. And we've organized a series of meetings with Wall Street analysts interested

in hearing from Teamster leadership in both the rail and airline divisions about industry trends during this time of coronavirus.

I know our time here is limited, but please don't hesitate to reach out if the capital strategies department can be helpful in supporting your efforts or our members in any way. I'd like to turn the call now back over to President General Hoffa.

*Jim Hoffa:*

Well, thank you, Carin, and thanks for that report. You know, we've been at this a long time right now, and I know some of us start to get relaxed or start saying, "I don't have to do that." I want to urge everybody to follow what's going on in your state. As I said before, reopening is all over the place. Michigan is doing one thing. California is doing another. Arizona is doing another. The virus bounces back. When we think it's gone, it comes back.

We also have this debate about, "Oh, I don't want to wear a mask." But some people think it's a democratic thing or Republican. It's really about you and your family's safety. And that's what's so important. So I urge everybody, follow the rules. Wear a mask. Wear the gloves. Get the hand sanitizers. Do everything to keep yourself safe because don't forget, it's you, it's your family, it's your job. It's also important that we get through this all together.

I know some of us get tired of this, but we can't, you know, let down in the stretch here. We've got to keep it strong. We've gotta make sure we follow the rules. And I think together, we will get through this together. That's the most important thing. We're gonna do it together. We're going to stay the course. So all of you out there, stay safe, stay healthy, stay united, and most of all, stay Teamster strong. Thank you.

*[End of audio]*